CHAPTER IV

METHOD OF INVESTIGATION
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It could be seen from the studies reviewed and what is identified as the present problem of investigation that, the present study is complex and needs an in-depth approach. Therefore the research problem was approached through two instruments namely, interview schedule and a psychometrically well established personality test.

Study Area:

Tamil Nadu - (South India - India)

Tamilnadu is situated in the South Eastern part of India, has a population of 55.86 million as of 1991.

The total TN Police Force as on 1/1/94 consists of 9 Directors / Additional Directors General of Police, 44 Inspectors / Deputy Inspector General of police, 126 Superintendents / Additional Superintendents of Police / 447 Deputy Superintendents of Police, 703 Inspectors of Police, 5134 Sub-Inspectors of Police, 8348 Head Constables and 58940 Police Constables.

Target Group:

Police Constables and Head Constables of Tamilnadu Police Force.

Sample:

The sample consisted of 31 cases who came to repeated adverse
notice, 33 cases who were proceeded and punished for proven charges of corruption and 53 cases who won awards for good conduct. All these respondents were scattered in over 25 districts of Tamilnadu.

The above samples were chosen from records maintained by the Tamil Nadu Police Department in various districts. All the cases of corruption charge and the cases of repeated adverse notice were taken from the records of 1988. The awardees constituted a large population of 1474 cases figuring in the list published in the Tamil Nadu Police Gazette No. 3 of 22 Jan 1988.

After collecting particulars from all the Districts, and after leaving out Sub-inspectors and Inspectors entire constabulary belonging to repeated adverse notice cases (n=31) and all the cases charged and punished for corruption (n=33) were included for the study. But in the case of awardees who were 1474 in number, a sample of 55 respondents were chosen to keep near parity in number with the other respondents. This was done by a careful sampling procedure as detailed below.

Apart from the city of Madras, TamilNadu consists of 23 districts. As a first stage in sampling, Madras city and six districts out of the 23 districts (25% approximately) were chosen using random number tables. This was done with a view to obtaining a representative study sub areas of the Tamil Nadu. In the second stage sampling using random number tables, 10% sample from each study sub-area was chosen. The
following are the details:

1. Madras City - 25 cases (12.5%)
2. Chengalpattu - 5 cases (10%)
3. Vellore range North Arcot - 11 cases (10%)
4. Madurai Rural - 5 cases (10%)
5. Anna District - 3 cases (10%)
6. Coimbatore Rural - 4 cases (10%)
7. Nilgiris - 2 cases (10%)

Total 55 cases

Apart from taking Madras City, the interior districts were chosen by using random number tables and items 2-7 are the ones thus arrived at and they are representative of the districts of Tamil Nadu.

To sum up it can be said that all the available cases of those who came for adverse notice and all those who were charged with corruption and a representative sample of awardees were considered for the study. The break-down of the respondents is 1. Adverse notice group - 31 cases; 2. Corruption charges group - 33 cases; 3. Awardees group - 53 cases. [Of the 55 picked up two were not available and hence the group consists of 53 only]
TOOLS

An interview schedule covering all areas of socio-economic life of a constable/head constable was prepared. The schedule was subjected to the scrutiny of three experts, namely, a management scientist, a behavioural scientist, and a top ranking police officer. Based on their suggestions a final format of the interview schedule consisting of 42 items was prepared (The schedule is presented in Appendix II).

Among the many personality tests available for use, Cattel's 16 Personality Factor Test (16 PF Test) was chosen. This is placed in Appendix I. Cattel's 16 PF Test covers a wide range of personality factors. Besides, this test is in wide use in research and practical applicational programmes.

There are five forms of 16 PF scale namely A, B, C, D and E. In the present investigation, Form E was used. Factors measured by Form E are the same as those included in Forms A, B, C and D. This test also provides for calculating second order factors of extraversion and anxiety. However, this was not made use of the present investigation as it was not considered necessary. The test consists of 128 items. Answers were recorded in a separate answer-sheet. Since the questions in Form E gives only two alternative answers to each question it minimizes the confusion in the mind of the person who has limited educational background. For people with lower level of education it needs a very elementary vocabulary and hence form E was considered.
the ideal personality test for the sample studied. The test is also helpful in counselling programmes. The constabulary belongs to lower educational levels and hence the use of 16 PF questionnaire Form E is well justified.

The 16 Personality Factor questionnaire is a tool to study the personality characteristics of the individual. This test was developed by R.B. Cattel (1962) to measure not only individual traits but also factors in clusters. Personality factors measured by Form E is exactly parallel to other forms A, B, C and D. Form E has the same reliability and validity as the other forms and is capable of measuring as much of the total personality as can be covered by a questionnaire. Among various personality tests, the 16 PF test is as pure a product of factor analysis as can be found. Each item has an appreciable saturation of one of the sixteen source traits of personality. The 16 PF questionnaire Form E while being equal to the other forms has certain advantages. It has the advantage of ease of administration and scoring. The items in the questionnaire are as free from value judgements as can be desired so that the person will not be tempted to answer in a particular direction for the sake of social approval.

The growing evidence from a number of studies in various fields of human activity suggests that taking into account of all the sixteen factors or dimensions of personality gives a better prediction than what may be obtained by single scale tests. In this sense the 16 Personality
Factor questionnaire was thought to be the best choice for the present investigation. Form ‘E’ is short enough, but effective. Form E is particularly suitable to the sample of respondents under study. It has 128 items. The questions are arranged in a cyclic order for scoring convenience and to insure variety and interest of the respondents.

Fully literate persons can be tested by Forms A and B and for those whose vocabulary is limited to elementary or a daily newspaper vocabulary, the choice should be C or D forms. But with persons whose reading skills fall below the ordinary, Form E is the best choice. The respondents in the present investigation are Constabulary whose educational level is not high. Therefore Form E was chosen. Besides this, Form E serves psychologists involved in programmes of vocational rehabilitation, man-power planning, culturally deprived minority groups etc., to mention only a few and Form E is the most appropriate. (IPAT, 1976 printed in India 1991 - Manual for Form E of the 16 PF).

Procedure:

Each respondent was met individually. After establishing rapport with each one, the interview schedule was administered. The respondents answered all the questions that related to them. The researcher noted their responses.

After a lapse of 10 minutes (during which interval coffee was served to the respondent) the 16 PF Test Form E was administered in
accordance with the instructions in the manual and the face sheet of the test. It is noteworthy that the respondents fully cooperated in taking the interview schedule and the personality test. The exercise was very satisfying to the present researcher.

**Scoring:**

Regarding the interview schedule the closed end questions were scored and frequency of each alternative chosen, was tabulated. The answers to open end questions were content analysed frequency of key response for each question was noted and tabulated. Regarding the 16 PF test, scoring was done in accordance with the instructions in the Manual. Hand scoring was made using the scoring stencil. The scored data were tabulated and were subjected to relevant statistical treatment for obtaining the full implication of the data generated. Data were processed by using computer services.

The following sequence was followed in the data processing:

1. Socio-economic factors by descriptive processing using percentages.

2. The 16 Personality Factor questionnaire data by the use of one way analysis of variance and t tests wherever needed.

3. Discriminant function analysis for personality data for group identification discriminated by personality factors.
The tabulated data of the socio-economic factors are presented in Appendix III while a detailed discussion is presented in Chapter V, namely discussion and interpretation of results. As regards personality, results are tabulated, discussed and interpreted as presented in Chapter V. (Discussion and interpretation of results).